

---

**HOUSE BILL 2814**

---

**State of Washington**

**66th Legislature**

**2020 Regular Session**

**By** Representatives Ortiz-Self, Chopp, Frame, Senn, Callan, Sells, Pollet, Stonier, Davis, Gregerson, Valdez, Bergquist, Slatter, and Macri

Read first time 01/23/20. Referred to Committee on Labor & Workplace Standards.

1 AN ACT Relating to developing best practices for the child care  
2 industry as recommended by the child care workforce commission;  
3 adding new sections to chapter 43.22 RCW; and creating new sections.

4 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

5 NEW SECTION. **Sec. 1.** The legislature finds that Washington  
6 faces a crisis in licensed child care. Sixty percent of families live  
7 in a child care desert, meaning families across the state struggle to  
8 find safe, quality care while parents are working. Research has  
9 demonstrated that long-term relationships between children and their  
10 caregivers are key to supporting healthy brain development,  
11 particularly self-regulation skills that are critical for success in  
12 school and life. The legislature further finds that unnecessary  
13 disruptions in caregiving, such as frequent turnover among staff, can  
14 delay a child's social-emotional and cognitive development. There is  
15 frequent provider turnover due to low wages and limited employment  
16 benefits such as health care in the child care profession. Research  
17 has demonstrated that safe, stable environments are essential to  
18 allowing young children to develop the relationships and trust  
19 necessary to comfortably explore and learn from their surroundings.  
20 This is of particular significance for vulnerable children and  
21 families and children with special needs. The child care industry is

1 an ecosystem of child care licensors, early achievers coaches, and  
2 child care providers working together to support children. Therefore,  
3 the legislature seeks to identify and promote best practice standards  
4 for the child care industry to sustain a high-quality, educated,  
5 diverse, and experienced workforce that can support the best outcomes  
6 for children.

7 NEW SECTION. **Sec. 2.** A new section is added to chapter 43.22  
8 RCW to read as follows:

9 (1) The child care workforce commission is established. The  
10 governor shall appoint the commissioners as follows:

11 (a) Three licensed family home child care providers recommended  
12 by a statewide organization representing the interests of licensed  
13 family home providers. At least one licensed family home child care  
14 provider must provide care for children of agricultural workers,  
15 speak Spanish as a first language, or be located east of the crest of  
16 the Cascade mountains;

17 (b) Three licensed child care center representatives recommended  
18 by a statewide organization representing the interests of licensed  
19 child care centers. The recommending organization must include at  
20 least one provider with fewer than three center sites and one  
21 provider with more than fifteen center sites in the state. Of the  
22 three licensed child care center representatives, at least one must  
23 be a child care center teacher and at least one must be a child care  
24 center director. At least one licensed child care center teacher or  
25 director must provide care for children of agricultural workers,  
26 speak Spanish as a first language, or be located east of the crest of  
27 the Cascade mountains;

28 (c) Two teachers representing either an early childhood education  
29 and assistance program or a federal preschool program that provides  
30 comprehensive services;

31 (d) One license-exempt family, friend, or neighbor caregiver  
32 selected from a list of individuals recommended by a statewide  
33 organization representing the interests of licensed family home  
34 providers;

35 (e) One parent of a child enrolled in licensed child care or  
36 whose child has been enrolled in licensed child care within the past  
37 five years;

1 (f) Two representatives of a labor union or professional  
2 organization representing at least one thousand members who are in  
3 the business of providing child care;

4 (g) One early achievers coach;

5 (h) One representative from a tribal government that is in the  
6 business of providing child care either as a direct provider or a  
7 service provision coordinator;

8 (i) One representative from the statewide child care resource and  
9 referral network;

10 (j) One representative of an advocacy organization representing  
11 parents;

12 (k) Two representatives from advocacy organizations dedicated to  
13 issues related to racial equity and diversity;

14 (l) One representative from an educational service district or  
15 their designee;

16 (m) Two representatives of the department of children, youth, and  
17 families. Of the two representatives, at least one must be a child  
18 care licensor; and

19 (n) One representative of the office of financial management.

20 (2) Of the commissioners initially appointed to the commission,  
21 half must be appointed to serve two-year terms and half must be  
22 appointed to serve three-year terms. Upon the expiration of initial  
23 terms, subsequent term lengths are three years for all commission  
24 positions.

25 (3) The department of labor and industries shall provide  
26 administrative and staff support to the commission.

27 (4) Commissioners must be reimbursed for travel expenses  
28 according to chapter 43.03 RCW.

29 (5) Licensed family home child care providers and child care  
30 center representatives serving as commissioners must be reimbursed  
31 for the cost of hiring a substitute for times the provider is away  
32 from the child care business for official commission travel and  
33 meetings.

34 NEW SECTION. **Sec. 3.** A new section is added to chapter 43.22  
35 RCW to read as follows:

36 (1) The child care workforce commission created in section 2 of  
37 this act shall establish recommended best practice standards for the  
38 child care industry and update the standards at least once every two

1 years. The best practice standards may vary by geographic region and  
2 must include recommended:

3 (a) Wage levels for various early learning provider occupations,  
4 including directors, assistant directors, supervisors, lead teachers,  
5 assistant teachers, aides, and any other personnel working in a  
6 licensed family home or child care center;

7 (b) Benefits such as health care, dental care, paid leave, and  
8 retirement; and

9 (c) Assistance designed to help providers develop professionally.

10 (2) The commission shall conduct public listening sessions at  
11 least once every two years in each of the child care subsidy regions  
12 designated by the department of children, youth, and families. The  
13 regional listening sessions must be conducted for the purpose of  
14 understanding regional differences, unique economic and social  
15 dynamics, and workforce development needs in each region.

16 (3) In collaboration with the department of labor and industries,  
17 the commission shall submit biennial budget requests to the office of  
18 financial management by October 1st of every even-numbered year. The  
19 budget requests must identify the amount of funding necessary to  
20 implement the best practice standards as recommended by the  
21 commission. The governor is encouraged to include a request for funds  
22 that are necessary to implement the best practice standards in his or  
23 her biennial budget submitted to the legislature under RCW 43.88.060.

24 (4) Nothing in this section repeals or modifies the duties or  
25 authority of the department of children, youth, and families as the  
26 lead state agency for child care licensing, quality standards, and  
27 federal child care and development funds.

28 NEW SECTION. **Sec. 4.** Nothing in this act shall interfere with  
29 any right or reduce any benefit a provider may receive under  
30 collective bargaining agreements entered into pursuant to chapter  
31 41.56 RCW.

--- END ---